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SUBJECT: Formal Letter Regarding Fraud, Corruption, and Compliance Concerns at NSPA with Request for Protective Measures

On 19 February 2025, I submitted a formal letter to the Secretary General regarding fraud, corruption and compliance issues at NSPA implicating Stacy CUMMINGS (General Manager), [REDACTED], and [REDACTED].

I had attempted to raise these concerns through NSPA's internal processes, but these processes have proven ineffective due to a lack of independence, impartiality and transparency. The individuals responsible for reviewing such complaints are senior leaders directly connected to the issues, leaving me with no viable avenue to escalate my concerns internally.

In addition to inappropriate behaviours on the part of Mr. [REDACTED] towards me, there are serious issues regarding the lack of independence of the investigators, and serious fraud and compliance issues with regards to recruitment.

1. Instrumentalisation of Investigations

The investigators do not have the necessary independence and decision-making authority regarding what is and is not investigated. Mr. [REDACTED] in consultation with Mr. [REDACTED] determine what is investigated. As a result, cases involving reasonable surety of fraud, corruption and/or abusive activities are not being investigated. This includes the blocking of investigations into incidents of racism, homophobia and misogyny. When the investigators push back on this, they are accused by Mr. [REDACTED] Mr. [REDACTED] and other senior leaders as being on a "woke crusade".

The investigators have been instructed not to investigate possible fraud and corruption cases. An example of this is my submission on 2 September 2024 to the Office of Investigations concerning allegations of recruitment fraud and non-compliance. I have yet to receive a response, but have since been informed that the investigators were instructed to ignore all submissions made by me.

There are also apparent cases of corruption involving significant sums of money and in which the same staff member names keep coming up, but the investigators have been told not to investigate.

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Further, Mr. [REDACTED] and Mr. [REDACTED] have instructed the investigators to fabricate evidence against other staff members, including myself. The investigators refused to do this and in turn have become targets for retaliation. This includes staff outside of NSPA. Following a discussion between myself, Ms. CUMMINGS and Mr. [REDACTED] in late June 2024, I was instructed to send a copy of Mr. [REDACTED] resume and cover letter to the investigators. The intent behind this was to "dig up dirt" on Mr. [REDACTED]. The investigators confirmed they did not initiate an investigation. In addition, Ms. CUMMINGS instructed me to provide her with a list of all female NSPO staff members who were employed prior to Mr. [REDACTED] arrival at NSPO, but who had subsequently left. She asked that this list not be provided via email, but hand delivered.

Mr. [REDACTED] and Mr. [REDACTED] have also instructed the investigators to submit their preliminary investigation reports to them so that they may edit the reports. In at least one occasion, this has resulted in facts being omitted or downplayed with potential career impacting ramifications for the staff member under investigation.

2. Recruitment Irregularities

There have been multiple breaches of recruitment regulations, most recently evidenced on the recruitment process for the Director, Acquisition Programmes Q-1 (23:A6). More specifically, I was pressured by Mr. [REDACTED] to alter the contents of the selection report in a way that did not reflect the actual deliberations of the Selection Panel. Mr. [REDACTED] also instructed me to "wait for internal alignment before taking further steps on the selection report". I complied at the time as I felt I had no other choice, but following a meeting with Mr. [REDACTED] on 7 January 2025, I refused to make further changes and expressed my concerns. On 10 January 2025, Mr. [REDACTED] contacted me as he wanted to "propose an elegant way out for the Q1 selection process so that no one loses face". When we spoke later that day, he informed me Ms. CUMMINGS was very upset and wanted to move things forward as quickly as possible. I reiterated my concerns to Mr. [REDACTED] and refused to endorse further non-compliance.

There have also been recruitment irregularities including the release of sensitive classified documentation into the public domain without the nation's approval or awareness. The investigators were instructed not to investigate.

The Agency has also not been transparent with the nations regarding recruitment activities and has responded with inaccurate and misleading information.

IBAN is also aware of these issues, and the NSPA Head of Internal Audit has concerns regarding the lack of independence not only of the Internal Audit function, but other control functions such as the Office of Investigations.

By standing up against this, I have become a target and am being subjected to retaliation, including early termination of my contract. I do not make these allegations lightly and stand ready to provide supporting documentation and answer any questions.

Regards,

Genevieve MACHIN
Chief Human Resources Officer

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